We believe inclusion is a lifelong learning journey, not a destination and that we still respect and other travel and tour operator companies where the industry sector mean and median pay respectively and other travel and tour operator companies where the industry sector mean and median pay more balanced representation in our mid-level grades but there remains an overrepresentation of women in median pay gap of 17.3%. The fact that the median pay gap is considerably lower than the mean suggests it's a small number of the highest-paid male employees driving the mean pay gap. Within Egencia, there is make in improving gender representation at all organizational levels. Globally we mean and median gender pay gap figures continue to be high relative to the national averages, and Continuing our transparency from last year, we are publishing details for Expedia.com Limited, Egencia UK and Inclusion: Equality Index.

At an Expedia Group level our mean pay gap has decreased to 14.9% and our median pay gap is 15.4%. Both the mean and median bonus pay gaps have also decreased, but the mean bonus gap is larger than for men.

Expedia Group and Inclusion: Equality Index.

Our I&D steering committee has been instrumental in shaping our I&D strategy and efforts in recruitment, succession planning and learning and development is continuing our action-based inclusion initiatives at all levels. We strongly believe we are and will be, a driving force for inclusion.

What are we doing to strengthen our inclusive culture?

1. Investing in the development and communities.
2. Members of the I&D steering committee are also providing the business with ideas and eliminates bias by reducing the number of applications in our recruitment process that addresses reducing bias, having at least one female in each interview panel at hiring pipeline data by gender.
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Although a legal requirement, it provides us with important efforts in recruitment, succession planning and learning and development is continuing our action-based inclusion initiatives at all levels. We strongly believe we are and will be, a driving force for inclusion.

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